

MEMORANDUM FOR: ~~JOHN~~ FOR REVIEW

Here is the [] honor
award recommendation. back again—
rewritten for a CERTIFICATE OF MERIT
and with the offensive language
removed.

If this looks OK to you,
suggest you pen a note to []
indicating your backing of the recommendation.
I will decline Art's signature and
off we go again. At (DATE)
1/27

FORM NO. 101 REPLACES FORM 10-101
1 AUG 54 WHICH MAY BE USED.

(47)

25X1

25X1

Declass Review by NIMA/DOD

SECRET

(When Filled In)

27 January 1970

RECOMMENDATION FOR HONOR OR MERIT AWARD

(Submit in triplicate - see HR 20-37)

Copy 1

SECTION A

PERSONAL DATA

1. NAME (Last, First, Middle)		3. POSITION TITLE	4. GRADE	5. SD
[REDACTED]		Intel Res Spec IA	11	IP
6. OFFICE OF ASSIGNMENT		8. STATION		
Eastern USSR Branch		[REDACTED]		
WGD/TEG/NPIC		[REDACTED]		
[REDACTED]		11. CITIZENSHIP AND HOW ACQUIRED		
[REDACTED]		U. S. - Birth		
13. IF RETIRING, DATE OF RETIREMENT		14. POSTHUMOUS		
[REDACTED]		[REDACTED]		
15. NAME OF NEXT OF KIN		16. RELATIONSHIP		17. HOME ADDRESS (No., St., City, State, ZIP Code)
[REDACTED]		wife		same as above
[REDACTED]		[REDACTED]		18. HOME PHONE
[REDACTED]		[REDACTED]		as above

SECTION B

RECOMMENDATION FOR AWARD FOR HEROIC ACTION OR ACCEPTANCE OF HAZARD

19. WERE YOU AN EYEWITNESS TO THE ACT	YES	NO
PERSONNEL IN IMMEDIATE VICINITY OR WHO ASSISTED IN ACT OR SHARED IN SAME HAZARD:		

20. FULL NAME	21. ORGN. TITLE	22. GRADE	23. OFFICE OF ASSIGNMENT
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

LIST ANY OF THE ABOVE PERSONS GIVEN AN AWARD OR RECOMMENDED FOR AWARD FOR PARTICIPATING IN ACT:

24. FULL NAME	25. AWARD RECOMMENDED
[REDACTED]	[REDACTED]

CONDITIONS UNDER WHICH ACT WAS PERFORMED:

26. LOCATION	27. INCLUSIVE DATES	28. TIME OF DAY
[REDACTED]	[REDACTED]	[REDACTED]
29. PREVAILING GEOGRAPHIC CONDITIONS AND OBSTACLES ENCOUNTERED		
[REDACTED]		
30. DATES FOR WHICH AWARD RECOMMENDED	31. ASSIGNMENT COMPLETED	32. NOW IN SAME OR RELATED ASSIGNMENT
[REDACTED]	YES NO	YES NO

SECTION C

RECOMMENDATION FOR AWARD FOR ACHIEVEMENT, SERVICE, OR PERFORMANCE

33. DO YOU HAVE PERSONAL KNOWLEDGE OF THE SERVICE OR PERFORMANCE	X	YES	NO
34. OFFICIAL ASSIGNMENT OF PERSON RECOMMENDED AT TIME OF SERVICE OR PERFORMANCE			
Imagery Interpreter, Eastern USSR Branch, Western Geographic Div., IEG/NPIC			
35. COMPONENT OR STATION (Designation and location)			
[REDACTED] Naval Weapons Plant			

RESPONSIBILITIES OF ASSIGNED POSITION

Performs imagery interpretation of satellite photography of Soviet Far East, Siberia, and Mongolia.

37. INCLUSIVE DATES FOR WHICH RECOMMENDED	38. ASSIGNMENT COMPLETED	39. NOW IN SAME OR RELATED ASSIGNMENT
[REDACTED]	YES NO	YES NO

PERSONNEL WHO ASSISTED OR CONTRIBUTED SUBSTANTIALLY TO THE SERVICE OR PERFORMANCE

41. ORGN. TITLE		42. GRADE	43. OFFICE OF ASSIGNMENT
Chief		GS-15	Western Geo. Division
Deputy Chief		GS-14	USSR Branch, WGD
44. GIVEN AN AWARD OR RECOMMENDED FOR AWARD FOR PARTICIPATING IN THE PERFORMANCE			
[REDACTED]			
45. TYPE OF AWARD			
DoD Award - Certificate of Achievement			

SECRET

TOP SECRET

NARRATIVE DESCRIPTION

Award for Heroic Action or Acceptance of Hazard: Was act voluntary? Describe why act was outstanding, and if it was more than normally expected. Explain, why, and how. If an aerial or marine operation, describe type and position of craft, crew position of individual, and all unusual circumstances. Indicate results of the act. Enclose unclassified citation.

Award for Achievement, Service, or Performance: State character of service during period for which recommended. (Give complete description of administrative, technical, or professional duties and responsibilities if not covered in Section C; include dates of assignment and relief.) What did the individual do that merits the award? Why was this outstanding when compared to others of like grade and experience in similar positions or circumstances? If appropriate, include production records and assistance rendered by other persons or units. What obstacles were encountered or overcome? Indicate results of achievement, service, or performance. Include reference to Fitness Reports, Letters of Commendation, or other documentation already on file which supports this recommendation. Enclose unclassified citation.

1. The buildup of Soviet forces on the China Border, an event of major significance, was in an extremely early phase when elements of the buildup were detected from photography in early 1966 at NPIC. However, the evidence was subtle and elusive, consisting of minute bits and pieces such as limited expansion of existing facilities, increases in equipment, and introduction of new equipment. Its significance was recognized by two imagery interpreters, [redacted], a specialist on airfields, and [redacted], a specialist on ground forces installations. [redacted]

[redacted] resourcefully addressed themselves to the problem of proving their interpretation. They began a painstaking watch of small-scale search photography for the minute indicators of change. In reporting out individual developments in 1966 and 1967, they persisted in their interpretation that a major buildup was beginning. They pressed for the collection of further evidence. Where changes were found or suspected they pursued requests for high-resolution photography and for successive coverage. Long before the full magnitude of the buildup became obvious, they convinced NPIC officials of its significance. As subsequent photography revealed an accelerating buildup and the extreme importance of this situation became clearer within NPIC, they were formed into a two-man team to correlate and assemble their evidence in comprehensive form. They prepared their team briefings on the buildup, presenting their findings in at least 40 briefings which served to alert the intelligence community. They briefed high-level officials of the intelligence community. The alertness and professionalism of [redacted] through their briefings and reports successfully conveyed the significance and magnitude of the Soviet buildup.

☒ CONTINUED ON ATTACHED SHEET

46. ENCLOSURES (List individually) IF ORIGINATOR IS NOT AN EYEWITNESS OR DOES NOT HAVE PERSONAL KNOWLEDGE OF THE ACT OR PERFORMANCE, ATTACH AFFIDAVITS OF EYEWITNESS OR INDIVIDUALS HAVING PERSONAL KNOWLEDGE OF THE FACTS.

1. PROPOSED CITATION
- 2.
- 3.

47. RECOMMENDATION INITIATED BY [redacted]	48. TITLE AND SIGNATURE OF EMPLOYEE MAKING RECOMMENDATION Chief, Imagery Exploitation Group, NPIC	49. DATE
SECTION - E RECOMMENDATION FORWARDED THROUGH OFFICIALS CONCERNED FOR THEIR INFORMATION		
50. HEAD OF <u>IP</u> CAREER SERVICE (Career service of nominee)	TITLE AND SIGNATURE	DATE
51. DEPUTY DIRECTOR OF CAREER SERVICE	TITLE AND SIGNATURE	DATE
52. DEPUTY DIRECTOR OF OPERATING COMPONENT	TITLE AND SIGNATURE	DATE

SECRET

TOP SECRET

25X1

25X1

TOP SECRET

27 January 1970

25X1

RECOMMENDATION FOR HONOR OR MERIT AWARD

25X1

SECTION D (Continued)

25X1

2. [] is an extremely effective member of the Eastern USSR Branch, Western Geographic Division, which is responsible for first- and second-phase exploitation of reconnaissance imagery of the Soviet Far East, Siberia, and Mongolia. He is recognized as a prime NPIC expert on military airfields and air force equipment, and is familiar with the techniques and timing of Soviet airfield construction. He developed unique methods to exploit the imagery fully. In recognizing the photographic indicators of the developing pattern of the Soviet air force buildup on the China border, he assembled and correlated a mass of small, individually insignificant items of intelligence to make a comprehensive summary of Soviet air force activity, in the border area over a period of several years. The summary was first published in report form in February 1969 [] Buildup of Soviet Forces Near the China Border and in Mongolia which was given wide dissemination. [] is always articulate and clear. In briefing on the air installations, his poise and self-confidence and his memory and ready grasp of all significant details marked him an outstanding briefer. His presentations were praised for excellence of clarity, organization, and substance. In all he demonstrates a high degree of intelligence, alertness, initiative, diligence, and versatility, and he has an unusual ability to work effectively under great pressure.

25X1

25X1

3. Because of his especially significant contribution to the national intelligence on this extremely important development, it is strongly recommended that [] be given the Certificate of Merit.

25X1

25X1

TOP SECRET

CENTER ROUTING SLIP

Approved For Release 2004/02/12 : CIA-RDP78B05703A000400090009-4

25X1

				DATE <i>22 Jan</i>
TO	INITIALS	DATE	REMARKS	
DIRECTOR			<i>File</i>	
DEP/DIRECTOR				
EXEC/DIRECTOR	<i>2</i>			
SPECIAL ASST	<i>1 M</i>	<i>1/23</i>		
ASST TO DIR				
HISTORIAN				
CH/PPBS				
DEP CH/PPBS				
EO/PPBS				
CH/IEG				
DEP CH/IEG				
EO/IEG				
CH/PSG				
DEP CH/PSG				
EO/PSG				
CH/TSSG				
DEP CH/TSSG				
EO/TSSG				
CH/SSD/TSSG				
PERSONNEL				
LOGISTICS				
TRAINING				
RECORDS MGT				
SECURITY				
FINANCE				
DIR/IAS/DDI				
CH/DIAXX-4				
CH/DIAAP-9				
CH/SPAD				

Approved For Release 2004/02/12 : CIA-RDP78B05703A000400090009-4

EYES
ONLY

26 January 1970

MEMORANDUM FOR: JJH For Review

John:

25X1 Here is the [] Recommendation for a Certificate of Distinction back from the DDI's office. Dino has talked to [] on this and reportedly the next move is for you to talk to [] 25X1

25X1 Before doing so you may like a little more time to get some ammunition needed for a rebuttal. I can't agree with [] and his thought to award a QSI in lieu of an honor award. Just last summer the DDI was encouraging the use of the Honor Awards Program to recognize outstanding achievements. We have only had one similar award during the past 2 years--that of [] 25X1 [] the finder of SAMs in North Vietnam. IAS, by comparison, has done better. (see attached note from Eric) 25X1

25X1 [] partner in the Sino-Soviet briefings, [] has been recommended by DIAXX for a similar DIA award. This morning [] told me that the paperwork is not all the way through the mill but it looks favorable that he will be receiving such an award. It will be embarrassing for all concerned if the Agency doesn't come through with something suitable for [] 25X1

25X1 The thing that bothers me the most about this is that we ^{did} had done our homework with [] before presenting this recommendation. According to Dino, much of the write-up was done by [] himself and we received assurances that the level of the award and the wording were okay and we should receive an approval on this recommendation with no particular difficulties. 25X1

Is the problem here ~~the possibility~~ that we have trod on ~~some~~ sacred analytical ground by claiming too much as a result of PI?

aj
A1

SENDER WILL CHECK CLASSIFICATION TOP AND BOTTOM			
UNCLASSIFIED CONFIDENTIAL SECRET Approved For Release 2004/02/12 : CIA-RDP78B05703A000400090009-4			
OFFICIAL ROUTING SLIP			
TO	NAME AND ADDRESS	DATE	INITIALS
1	[] Executive		
2	Director, NPIC		
3			
4			
5			
6			
	ACTION	DIRECT REPLY	PREPARE REPLY
	APPROVAL	DISPATCH	RECOMMENDATION
	COMMENT	FILE	RETURN
	CONCURRENCE	INFORMATION	SIGNATURE
Remarks:			
<p>[] will be talking to you or Dino about this. As I said on the phone, [] thinks a QSI might be more appropriate.</p>			
		DATE	
		21 Jan	
UNCLASSIFIED CONFIDENTIAL SECRET Approved For Release 2004/02/12 : CIA-RDP78B05703A000400090009-4			

Approved For Release 2004/02/12 : CIA-RDP78B05703A000400090009-4
UNITED STATES GOVERNMENT

Memorandum

TO : *Special Assistant*

DATE: *26 Jan 70*

FROM : *Dea Br*

SUBJECT: *Hon Awards*

Only NPIC working level award in last two years is [redacted] (SAM's in NVN)

I talked to [redacted] in IAS and he recalls eight awards in the last two years - 4 merit & 4 Distinctive. These included 3 in their MD (2 merit + 1 Dist for Name) and 1 Distinction for [redacted] (sp?).

Hank says they work closely with [redacted] and [redacted]

**SECRET
EYES ONLY**

PHOTOGRAPHIC INTELLIGENCE CAREER SERVICE BOARD

15 August 1969

25X1

MINUTES

ANNOUNCEMENTS

1. Use of Honor and Merit Awards.

25X1 [] advised the Board that the use of Honor and Merit Awards was discussed at a recent DDI meeting. The total number of awards in the DDI dropped from 25 in FY68 to 19 in FY69. It was pointed out that these awards should be regarded as a management tool to lift morale and encourage increased productivity. For instance, the Certificate of Merit is awarded for sustained superior performance of duty and can be used to reward an outstanding employee in the lower grades who has little opportunity for other forms of recognition. The DDI has requested that each of the Career Services consider possible awards on a regular and periodic basis.

The Board agreed to review possible candidates for Honor and Merit Awards on a quarterly basis, at the same time that Quality Step Increase recommendations are considered. This review is intended to give continuing attention to such awards and should not preclude or delay recommendations when timeliness is considered important.

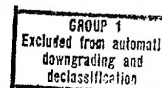
2. Imperial Defense College Nominations.

The Board was advised that the Agency has received an additional space for the Imperial Defense College. NPIC has until noon, 20 August 1969, to submit nominations to the DDI. Possible candidates should be discussed with [] before the deadline.

3. Federal Executive Institute Report.

25X1 [] briefed the Board on the content of the Federal Executive Institute course and some of his impressions. Emphasis was placed on organization development, team building, and the treatment of women and Negroes in the Federal government. The Board agreed that some thought should be given to the possibility of designating an equal employment opportunity officer within NPIC.

**EYES ONLY
SECRET**



Approved For Release 2004/02/12 : CIA-RDP78B05703A000400090009-4

OLD
COPIES
(DESTROY)

Approved For Release 2004/02/12 : CIA-RDP78B05703A000400090009-4

TOP SECRET

14 January 1970

25X1

25X1

RECOMMENDATION FOR HONOR OR MERIT AWARD
(Submit in triplicate - see HR 20-37)Copy 1**SECTION A****PERSONAL DATA**

1. (Last, First, Middle)

3. POSITION TITLE

4. GRADE

5. SD

Intel Res Spec IA

11

IP

OFFICE OF ASSIGNMENT
Eastern USSR Branch
WGD, IEG, NPIC

If hqs)

8.

STATION

☒

HEADQUARTERS

FIELD (Specify location)

10. HOME PHONE

11. CITIZENSHIP AND HOW ACQUIRED

U.S. - Birth

12. RECOMMENDED AWARD

Certificate of Distinction

RETIREMENT

14. POSTHUMOUS

☐ YES☒ NO

15. NAME OF NEXT OF KIN

16. RELATIONSHIP

wife

17. HOME ADDRESS (No., St., City, State, ZIP Code)

same as above

18. HOME PHONE

as above

SECTION B**RECOMMENDATION FOR AWARD FOR HEROIC ACTION OR ACCEPTANCE OF HAZARD**

19. WERE YOU AN EYEWITNESS TO THE ACT

☐ YES☐ NO

PERSONNEL IN IMMEDIATE VICINITY OR WHO ASSISTED IN ACT OR SHARED IN SAME HAZARD:

20. FULL NAME

21. ORGN. TITLE

22. GRADE

23. OFFICE OF ASSIGNMENT

LIST ANY OF THE ABOVE PERSONS GIVEN AN AWARD OR RECOMMENDED FOR AWARD FOR PARTICIPATING IN ACT:

24. FULL NAME

25. AWARD RECOMMENDED

CONDITIONS UNDER WHICH ACT WAS PERFORMED:

26. LOCATION

27. INCLUSIVE DATES

28. TIME OF DAY

29. PREVAILING GEOGRAPHIC CONDITIONS AND OBSTACLES ENCOUNTERED

30. DATES FOR WHICH AWARD RECOMMENDED

31. ASSIGNMENT COMPLETED

☐ YES☐ NO

32. NOW IN SAME OR RELATED ASSIGNMENT

☐ YES☐ NO**SECTION C****RECOMMENDATION FOR AWARD FOR ACHIEVEMENT, SERVICE, OR PERFORMANCE**

33. DO YOU HAVE PERSONAL KNOWLEDGE OF THE SERVICE OR PERFORMANCE

☒ YES☐ NO

34. OFFICIAL ASSIGNMENT OF PERSON RECOMMENDED AT TIME OF SERVICE OR PERFORMANCE

Imagery Interpreter, Eastern USSR Branch, Western Geographic Div., IEG/NPIC

35. COMPONENT OR STATION (Designation and location)

Naval Weapons Plant

36. DUTIES AND RESPONSIBILITIES OF ASSIGNED POSITION

Performs imagery interpretation of satellite photography of Soviet Far East,
Siberia, and Mongolia.

37. INCLUSIVE DATES FOR WHICH RECOMMENDED

38. ASSIGNMENT COMPLETED

☐ YES☐ NO

39. NOW IN SAME OR RELATED ASSIGNMENT

☐ YES☐ NO

PERSONNEL WHO ASSISTED OR CONTRIBUTED SUBSTANTIALLY TO THE SERVICE OR PERFORMANCE

40. NAME

41. ORGN. TITLE

42. GRADE

43. OFFICE OF ASSIGNMENT

Chief

GS-15

Western Geo. Division

Deputy Chief

GS-14

USSR Branch, WGD

AWARD OR RECOMMENDED FOR AWARD FOR PARTICIPATING IN THE PERFORMANCE

45. TYPE OF AWARD

DoD Award - Certificate of Achievement

FORM 800 USE PREVIOUS EDITION
Excluded from automatic
downgrading and
declassification**TOP SECRET**GROUP 1
Excluded from automatic
downgrading and declassification

SECRET

(When Filled In)

SECTION D

NARRATIVE DESCRIPTION

Award for Heroic Action or Acceptance of Hazard: Was act voluntary? Describe why act was outstanding, and if it was more than normally expected. Explain, why, and how. If an aerial or marine operation, describe type and position of craft, crew position of individual, and all unusual circumstances. Indicate results of the act. Enclose unclassified citation.

Award for Achievement, Service, or Performance: State character of service during period for which recommended. (Give complete description of administrative, technical, or professional duties and responsibilities if not covered in Section C; include dates of assignment and relief.) What did the individual do that merits the award? Why was this outstanding when compared to others of like grade and experience in similar positions or circumstances? If appropriate, include production records and assistance rendered by other persons or units. What obstacles were encountered or overcome? Indicate results of achievement, service, or performance. Include reference to Fitness Reports, Letters of Commendation, or other documentation already on file which supports this recommendation. Enclose unclassified citation.

1. The buildup of Soviet forces on the China border, an event of major significance, was in an extremely early phase when elements of the buildup were detected from photography in early 1966 at NPIC. However, the evidence was subtle and elusive, consisting of minute bits and pieces such as limited expansion of existing facilities, increases in equipment, and introduction of new equipment. Its significance was recognized by two imagery interpreters, [redacted] a specialist on airfields, and [redacted] a specialist on ground forces installations. [redacted] resourcefully addressed themselves to the problem of proving their interpretation. They began a painstaking watch of small-scale search photography for the minute indicators of change. In reporting out individual developments in 1966 and 1967, they persisted in their interpretation that a major buildup was beginning. They pressed for the collection of further evidence. Where changes were found or suspected they pursued requests for high-resolution photography and for successive coverage. Long before the full magnitude of the buildup became obvious, they convinced NPIC officials of its significance. As subsequent photography revealed an accelerating buildup and the extreme importance of this situation became clearer within NPIC, they were formed into a two-man team to correlate and assemble their evidence in comprehensive form. They prepared their team briefings on the buildup, presenting their findings in at least 40 briefings which served to alert the intelligence community. They briefed high-level officials of the intelligence community, including the head of [redacted]. Even though there were those who questioned their conclusions, Messrs. [redacted] persisted with their own interpretation which subsequent photography substantiated detail by detail. The alertness and professionalism of [redacted] and [redacted] in their briefings and reports successfully conveyed the significance and magnitude of the Soviet buildup. ☒ CONTINUED ON ATTACHED SHEET

46. ENCLOSURES (List individually) IF ORIGINATOR IS NOT AN EYEWITNESS OR DOES NOT HAVE PERSONAL KNOWLEDGE OF THE ACT OR PERFORMANCE. ATTACH AFFIDAVITS OF EYEWITNESS OR INDIVIDUALS HAVING PERSONAL KNOWLEDGE OF THE FACTS.

1. PROPOSED CITATION

2.

3.

47. RECOMMENDATION INITIATED BY

48. TITLE

49. DATE

14 Jan 70

SECTION E RECOMMENDATION FORWARDED

50.

HEAD OF IP CAREER SERVICE
(Career service of nominee)

ON

DATE

Jan 14, 70

51.

DEPUTY DIRECTOR OF CAREER SERVICE

TITLE AND SIGNATURE

DATE

52.

DEPUTY DIRECTOR OF OPERATING COMPONENT

TITLE AND SIGNATURE

DATE

SECRET

25X1

TOP SECRET
Approved For Release 2004/02/12 : CIA-RDP78B05703A000400090009-4

25X1

14 January 1970

25X1

25X1

RECOMMENDATION FOR HONOR OR MERIT AWARD

SECTION D (Continued)

25X1

2
3 [] is an extremely effective member of the Eastern USSR Branch, Western Geographic Division, which is responsible for first- and second-phase exploitation of reconnaissance imagery of the Soviet Far East, Siberia, and Mongolia. He is recognized as a prime NPIC expert on military airfields and air force equipment, and is familiar with the techniques and timing of Soviet airfield construction. He developed unique methods to exploit the imagery fully. In recognizing the photographic indicators of the developing pattern of the Soviet air force buildup on the China border, he assembled and correlated a mass of small, individually insignificant items of intelligence to make a comprehensive summary of Soviet air force activity in the border area over a period of several years. The summary was first published in report form in February 1969 [] Buildup of Soviet Forces Near the China Border and in Mongolia) which was given wide dissemination. [] is always articulate and clear. In briefing on the air installations, his poise and self-confidence and his memory and ready grasp of all significant details marked him an outstanding briefer. His presentations were praised for excellence of clarity, organization, and substance. In all he demonstrates a high degree of intelligence, alertness, initiative, diligence, and versatility, and he has an unusual ability to work effectively under great pressure.

25X1

25X1

3
A. Because of his especially significant contribution to the national intelligence on this extremely important development, it is ~~strongly~~ recommended that [] be given the Certificate of ~~Distinction~~. ~~Merit~~.

25X1

25X1

Approved For Release 2004/02/12 : CIA-RDP78B05703A000400090009-4

TOP SECRET